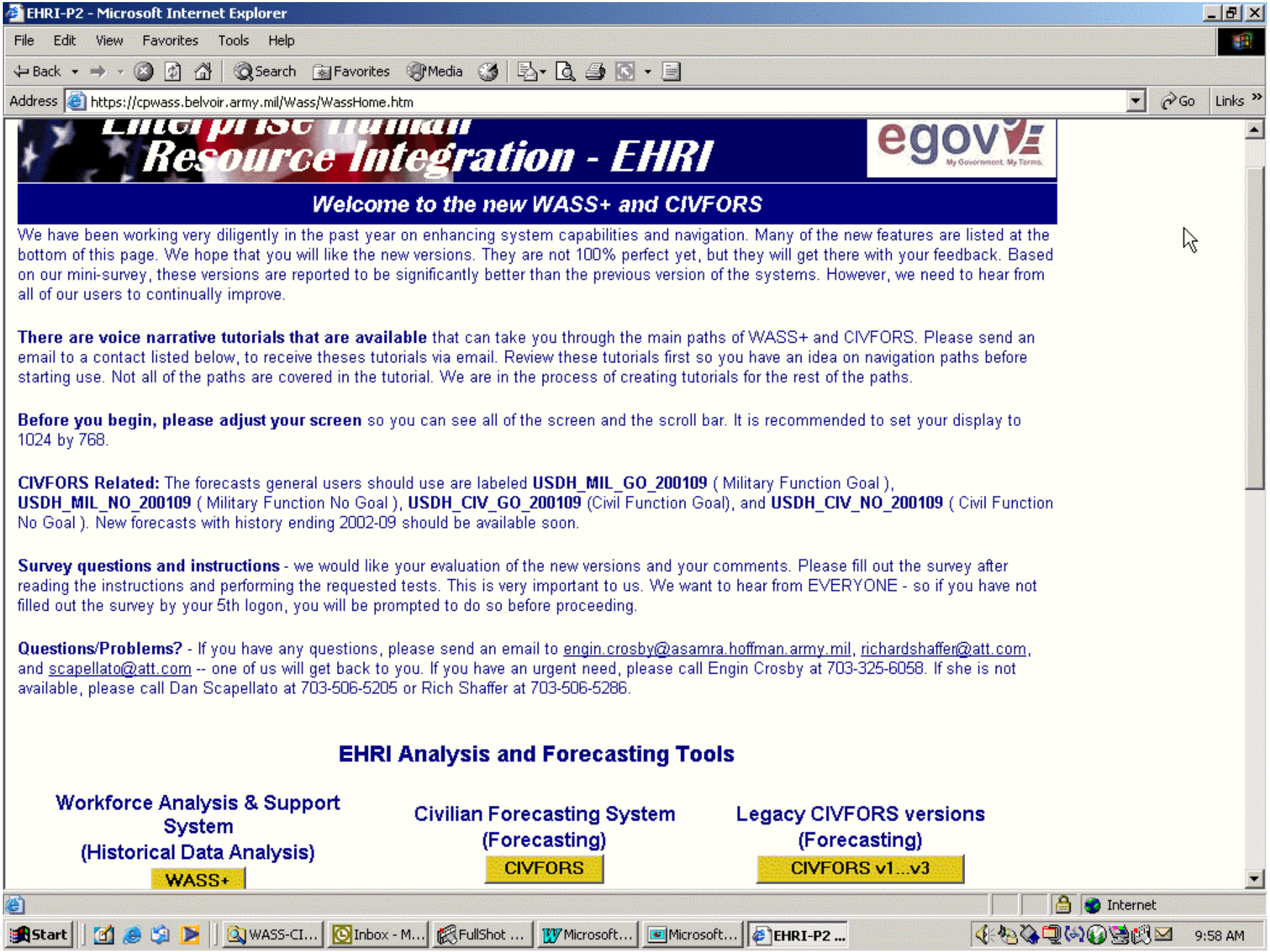
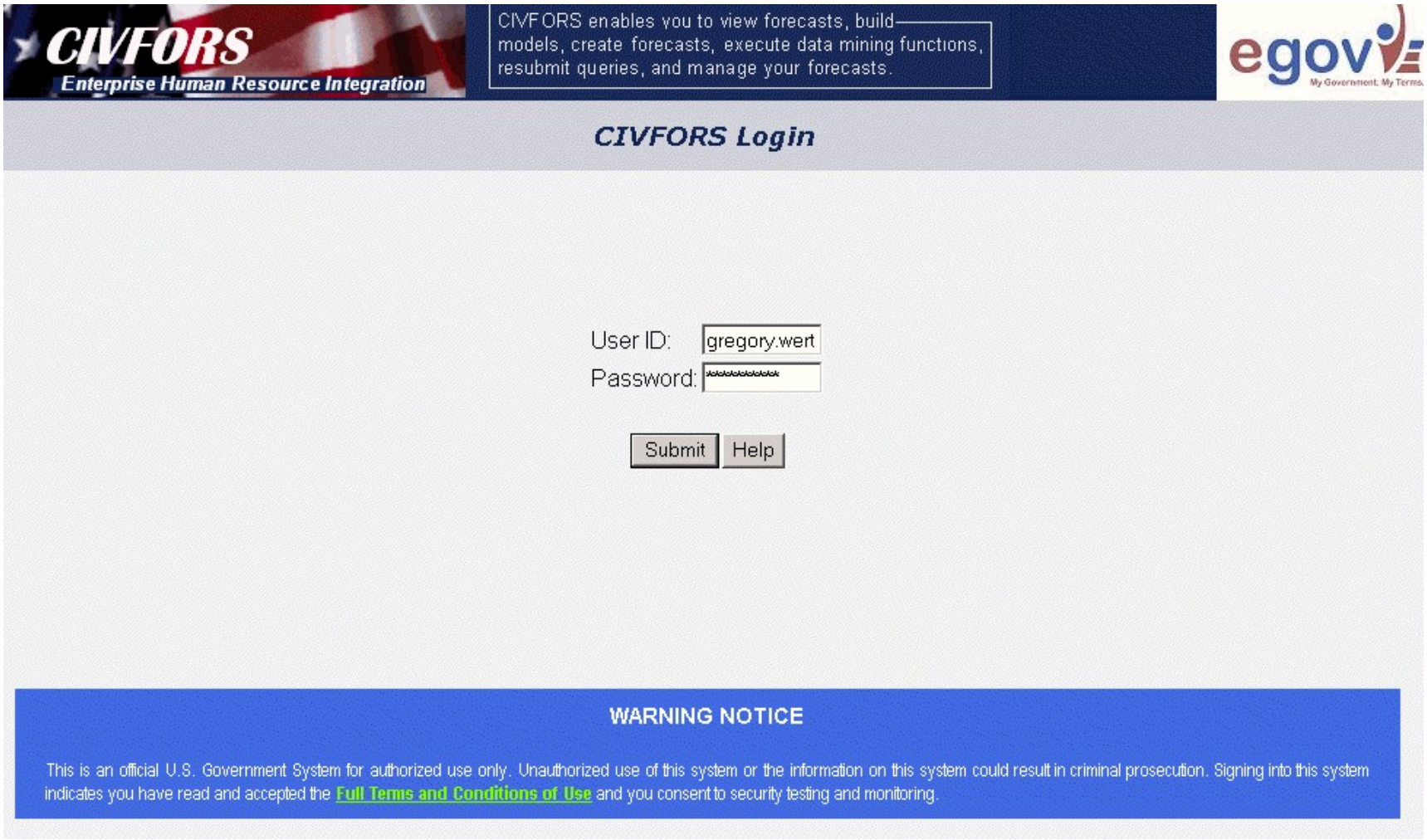
CIVFORS New Version Update and Refresher

Screen Dumps for
VTT Presentation


EHRI-P2 - Microsoft Internet Explorer
File Edit View Favorites Tools Help
Back Search Favorites Media
Address https://cpwass.belvoir.army.mil/Wass/WassHome.htm
Go Links
Enterprise Human Resource Integration - EHRI
egov
Welcome to the new WASS+ and CIVFORS
We have been working very diligently in the past year on enhancing system capabilities and navigation. Many of the new features are listed at the bottom of this page. We hope that you will like the new versions. They are not 100% perfect yet, but they will get there with your feedback. Based on our mini-survey, these versions are reported to be significantly better than the previous version of the systems. However, we need to hear from all of our users to continually improve.
There are voice narrative tutorials that are available that can take you through the main paths of WASS+ and CIVFORS. Please send an email to a contact listed below, to receive theses tutorials via email. Review these tutorials first so you have an idea on navigation paths before starting use. Not all of the paths are covered in the tutorial. We are in the process of creating tutorials for the rest of the paths.
Before you begin, please adjust your screen so you can see all of the screen and the scroll bar. It is recommended to set your display to 1024 by 768.
CIVFORS Related: The forecasts general users should use are labeled USDH_MIL_GO_200109 (Military Function Goal), USDH_MIL_NO_200109 (Military Function No Goal), USDH_CIV_GO_200109 (Civil Function Goal), and USDH_CIV_NO_200109 (Civil Function No Goal). New forecasts with history ending 2002-09 should be available soon.
Survey questions and instructions - we would like your evaluation of the new versions and your comments. Please fill out the survey after reading the instructions and performing the requested tests. This is very important to us. We want to hear from EVERYONE - so if you have not filled out the survey by your 5th logon, you will be prompted to do so before proceeding.
Questions/Problems? - If you have any questions, please send an email to engin.crosby@asamra.hoffman.army.mil, richardshaffer@att.com, and scapellato@att.com -- one of us will get back to you. If you have an urgent need, please call Engin Crosby at 703-325-6058. If she is not available, please call Dan Scapellato at 703-506-5205 or Rich Shaffer at 703-506-5286.
EHRI Analysis and Forecasting Tools
Workforce Analysis & Support System (Historical Data Analysis)
WASS+
Civilian Forecasting System (Forecasting)
CIVFORS
Legacy CIVFORS versions (Forecasting)
CIVFORS v1...v3
Internet
Start
WASS-CI...
Inbox - M...
FullShot ...
Microsoft...
Microsoft...
EHRI-P2 ...
9:58 AM

New CIVFORS features:

1. **Navigation positioning** - All navigation is now done off of the left side of the panels.
2. **Step selection sequence tracking** - All steps needed to execute a query are listed - and the step you are on is highlighted so you know where you are.
3. **Complete change in panel presentation** - The main panel displays the main two functions of CIVFORS which are VIEW published forecasts or BUILD models. The majority of users are likely to only use VIEW published forecasts that allows users to view the results of the models we have built using the model build features.
4. **Simple few steps for all selections** - In most cases, four to five panels will get you to what you are looking for.
5. **Graphics options on server side** - This is an option you may choose to exercise - you can graph it and then copy and drop into PowerPoint.
6. **HTML or EXCEL data view options** - You can an automatically display your data (numbers) in Excel or view them in HTML.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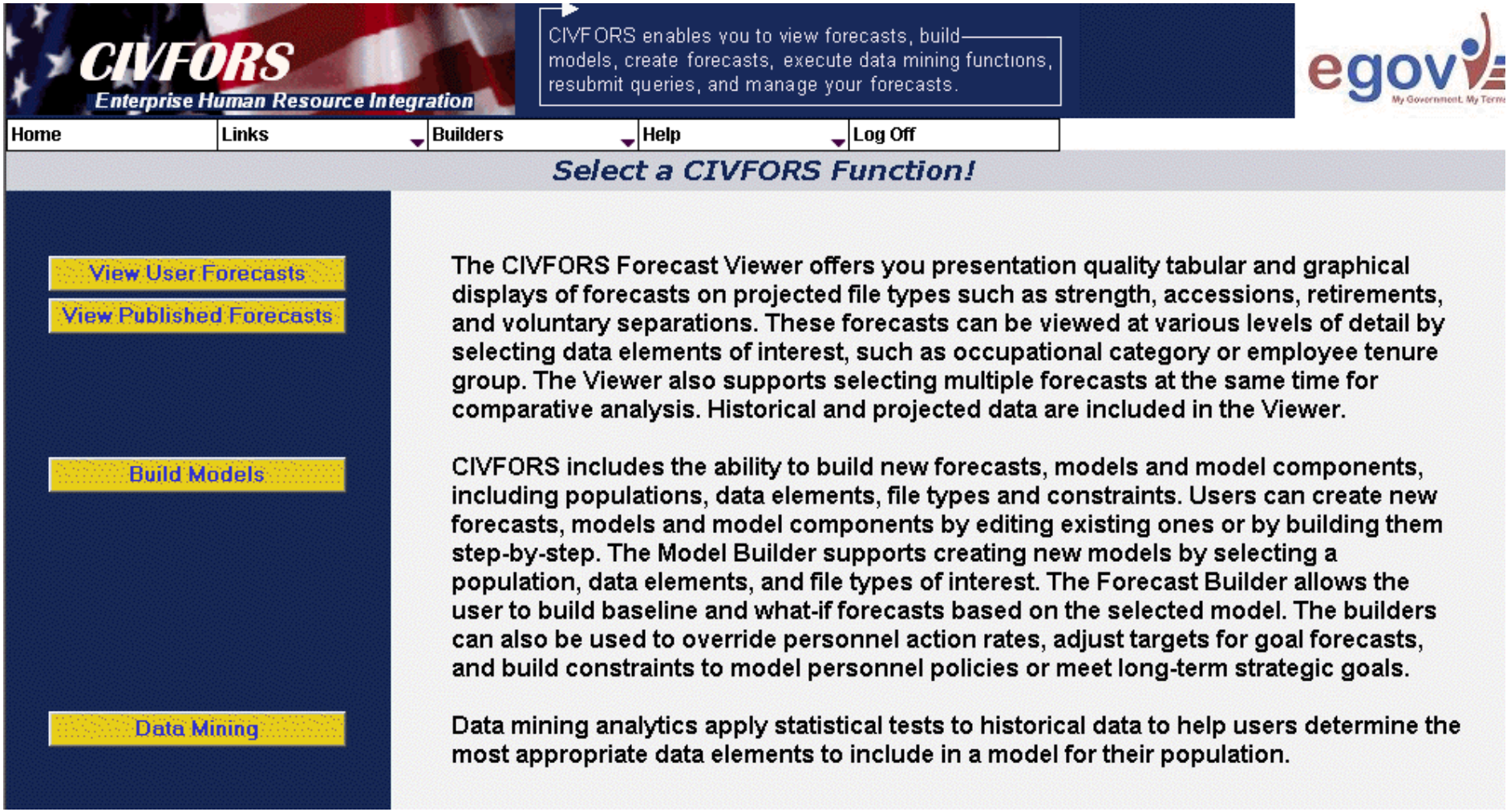
User ID:
gregory.wert
Password:
Submit
Help
WARNING NOTICE
This is an official U.S. Government System for authorized use only. Unauthorized use of this system or the information on this system could result in criminal prosecution. Signing into this system indicates you have read and accepted the Full Terms and Conditions of Use and you consent to security testing and monitoring.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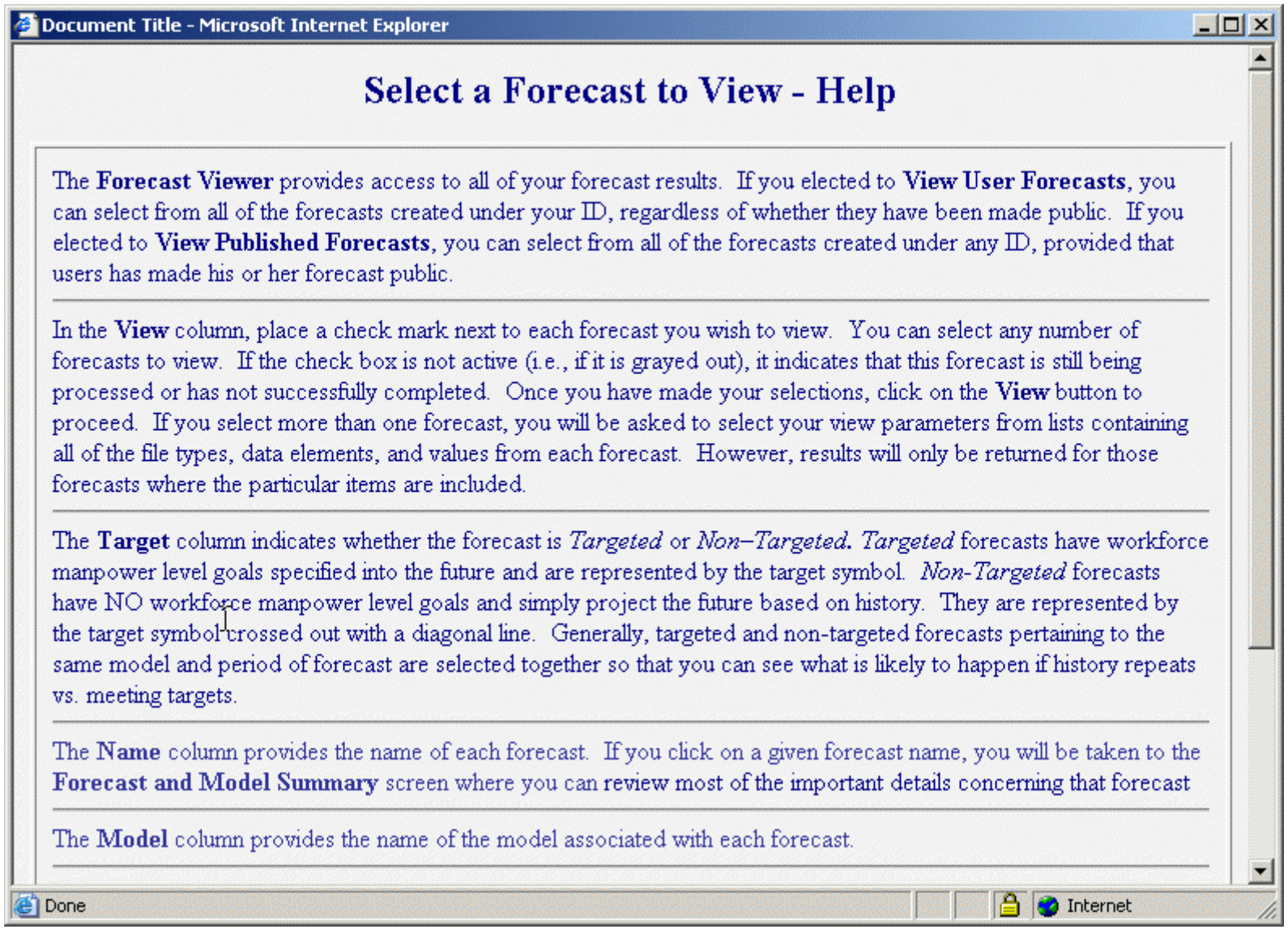
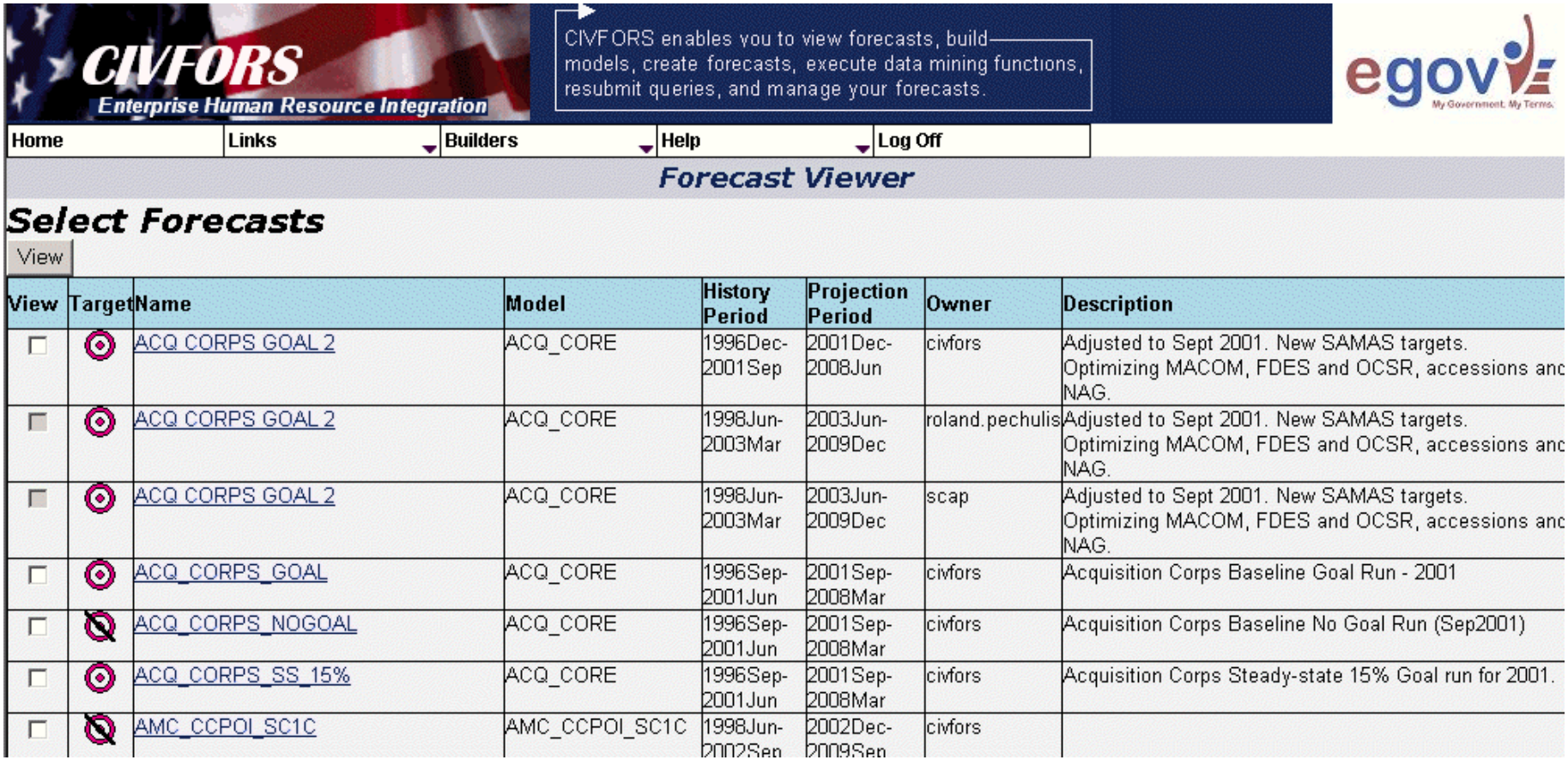
Log Off
Select a CIVFORS Function!
View User Forecasts
View Published Forecasts
Build Models
Data Mining
The CIVFORS Forecast Viewer offers you presentation quality tabular and graphical displays of forecasts on projected file types such as strength, accessions, retirements, and voluntary separations. These forecasts can be viewed at various levels of detail by selecting data elements of interest, such as occupational category or employee tenure group. The Viewer also supports selecting multiple forecasts at the same time for comparative analysis. Historical and projected data are included in the Viewer.
CIVFORS includes the ability to build new forecasts, models and model components, including populations, data elements, file types and constraints. Users can create new forecasts, models and model components by editing existing ones or by building them step-by-step. The Model Builder supports creating new models by selecting a population, data elements, and file types of interest. The Forecast Builder allows the user to build baseline and what-if forecasts based on the selected model. The builders can also be used to override personnel action rates, adjust targets for goal forecasts, and build constraints to model personnel policies or meet long-term strategic goals.
Data mining analytics apply statistical tests to historical data to help users determine the most appropriate data elements to include in a model for their population.


Document Title - Microsoft Internet Explorer
Select a Forecast to View - Help
The Forecast Viewer provides access to all of your forecast results. If you elected to View User Forecasts, you can select from all of the forecasts created under your ID, regardless of whether they have been made public. If you elected to View Published Forecasts, you can select from all of the forecasts created under any ID, provided that users has made his or her forecast public.
In the View column, place a check mark next to each forecast you wish to view. You can select any number of forecasts to view. If the check box is not active (i.e., if it is grayed out), it indicates that this forecast is still being processed or has not successfully completed. Once you have made your selections, click on the View button to proceed. If you select more than one forecast, you will be asked to select your view parameters from lists containing all of the file types, data elements, and values from each forecast. However, results will only be returned for those forecasts where the particular items are included.
The Target column indicates whether the forecast is Targeted or Non–Targeted. Targeted forecasts have workforce manpower level goals specified into the future and are represented by the target symbol. Non-Targeted forecasts have NO workforce manpower level goals and simply project the future based on history. They are represented by the target symbol crossed out with a diagonal line. Generally, targeted and non-targeted forecasts pertaining to the same model and period of forecast are selected together so that you can see what is likely to happen if history repeats vs. meeting targets.
The Name column provides the name of each forecast. If you click on a given forecast name, you will be taken to the Forecast and Model Summary screen where you can review most of the important details concerning that forecast
The Model column provides the name of the model associated with each forecast.
Done
Internet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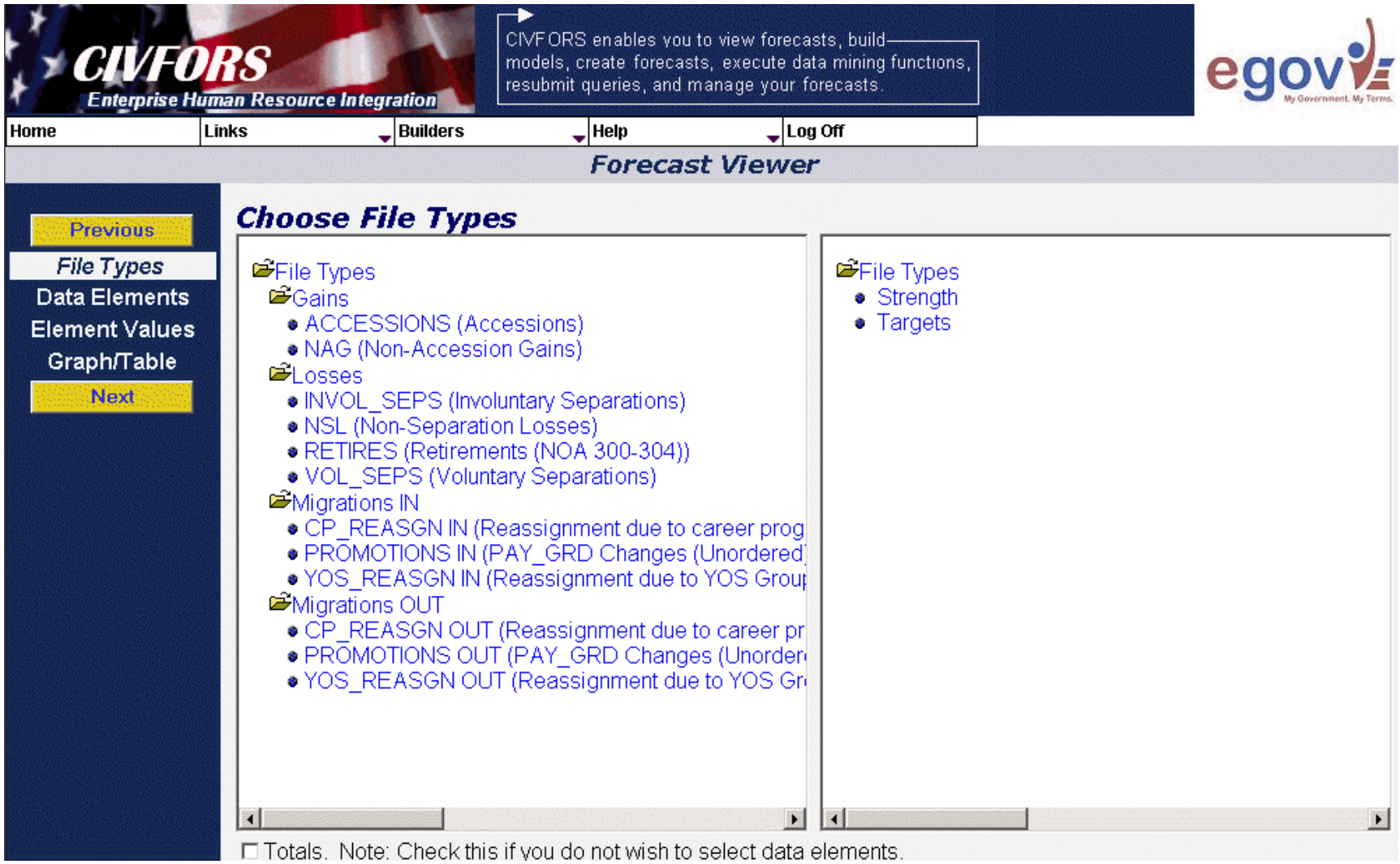
Select Forecasts
View
View Target Name Model History Period Projection Period Owner Description
ACQ CORPS GOAL 2 ACQ_CORE 1996Dec-2001Sep 2001Dec-2008Jun civfors Adjusted to Sept 2001. New SAMAS targets. Optimizing MACOM, FDES and OCSR, accessions and NAG.
ACQ CORPS GOAL 2 ACQ_CORE 1998Jun-2003Mar 2003Jun-2009Dec roland.pechulis Adjusted to Sept 2001. New SAMAS targets. Optimizing MACOM, FDES and OCSR, accessions and NAG.
ACQ CORPS GOAL 2 ACQ_CORE 1998Jun-2003Mar 2003Jun-2009Dec scap Adjusted to Sept 2001. New SAMAS targets. Optimizing MACOM, FDES and OCSR, accessions and NAG.
ACQ_CORPS_GOAL ACQ_CORE 1996Sep-2001Jun 2001Sep-2008Mar civfors Acquisition Corps Baseline Goal Run - 2001
ACQ_CORPS_NOGOAL ACQ_CORE 1996Sep-2001Jun 2001Sep-2008Mar civfors Acquisition Corps Baseline No Goal Run (Sep2001)
ACQ_CORPS_SS_15% ACQ_CORE 1996Sep-2001Jun 2001Sep-2008Mar civfors Acquisition Corps Steady-state 15% Goal run for 2001.
AMC_CCPOI_SC1C AMC_CCPOI_SC1C 1998Jun-2002Sep 2002Dec-2009Sep civfors

				2003Mar	2003Jun		
☐		USDH_CIV_GO_200109	USDHV1_CIV	1997Mar-2001Sep	2001Dec-2008Sep	civfors	USDH CIV functional designator model - Baseline Goal Run (September 2001 end history)
☐		USDH_CIV_GO_200209	USDHV1_CIV	1998Mar-2002Sep	2002Dec-2009Sep	civfors	USDH CIV functional designator model - Baseline Goal Run (September 2002 end history)
☐		USDH_CIV_NO_200109	USDHV1_CIV	1997Mar-2001Sep	2001Dec-2008Sep	civfors	USDH CIV functional designator model - No Goal Run (September 2001 end history)
☐		USDH_MIL_GO_200109	USDHV1_MIL	1997Mar-2001Sep	2001Dec-2008Sep	civfors	USDH MIL functional designator model - Baseline Goal run (September 2001)
☐		USDH_MIL_GO_200209	USDHV1_MIL	1998Mar-2002Sep	2002Dec-2009Sep	civfors	USDH MIL functional designator model - Baseline Goal run (September 2002)
☐		USDH_MIL_NO_200109	USDHV1_MIL	1997Mar-2001Sep	2001Dec-2008Sep	civfors	USDH MIL functional designator model - No Goal run (September 2001)
☐		USDH_MIL_NO_200209	USDHV1_MIL	1998Mar-2002Sep	2002Dec-2009Sep	civfors	USDH MIL functional designator model - No Goal run (September 2002)
☐		USDHMIL_2002_GOAL	USDHMIL_NEW	1997Dec-2002Sep	2002Dec-2009Sep	civfors	USDH MIL functional designator Baseline Goal with projection beginning FY03
☐		USDHMIL_2002_NOGOAL	USDHMIL_NEW	1997Dec-2002Sep	2002Dec-2009Sep	civfors	USDH MIL functional designator Baseline No Goal with projection beginning FY03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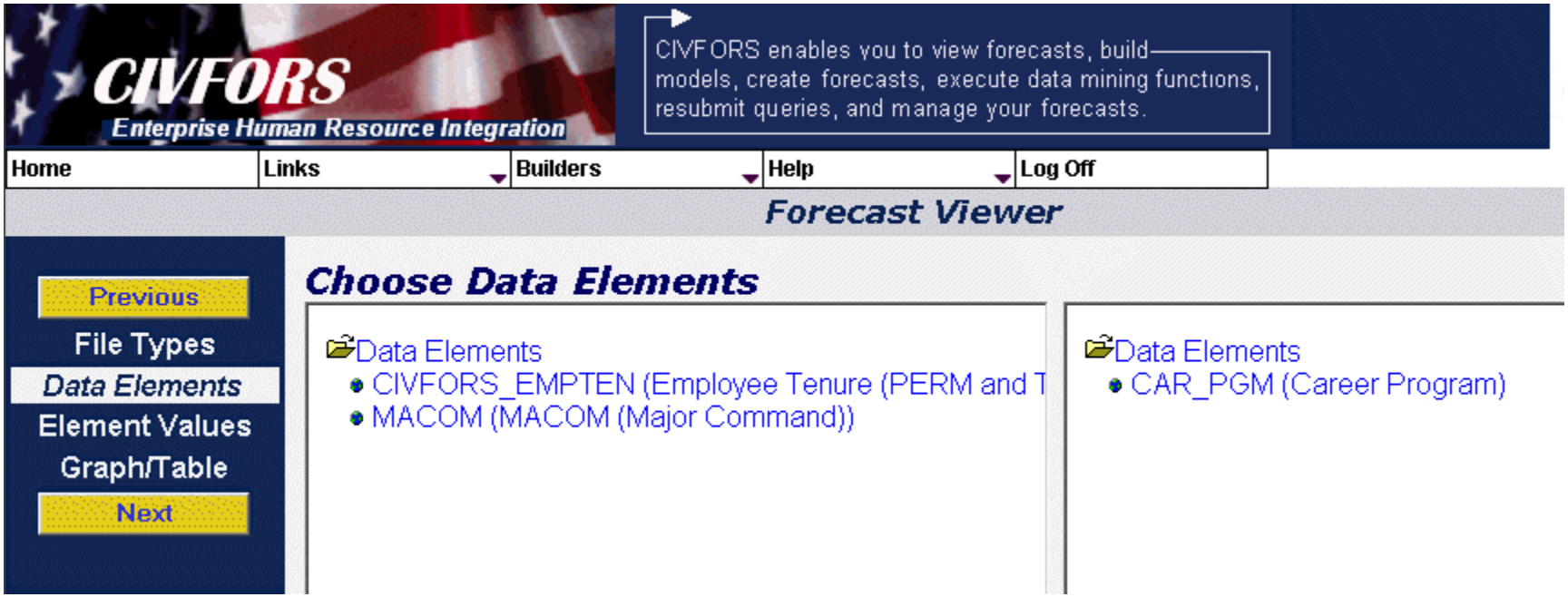
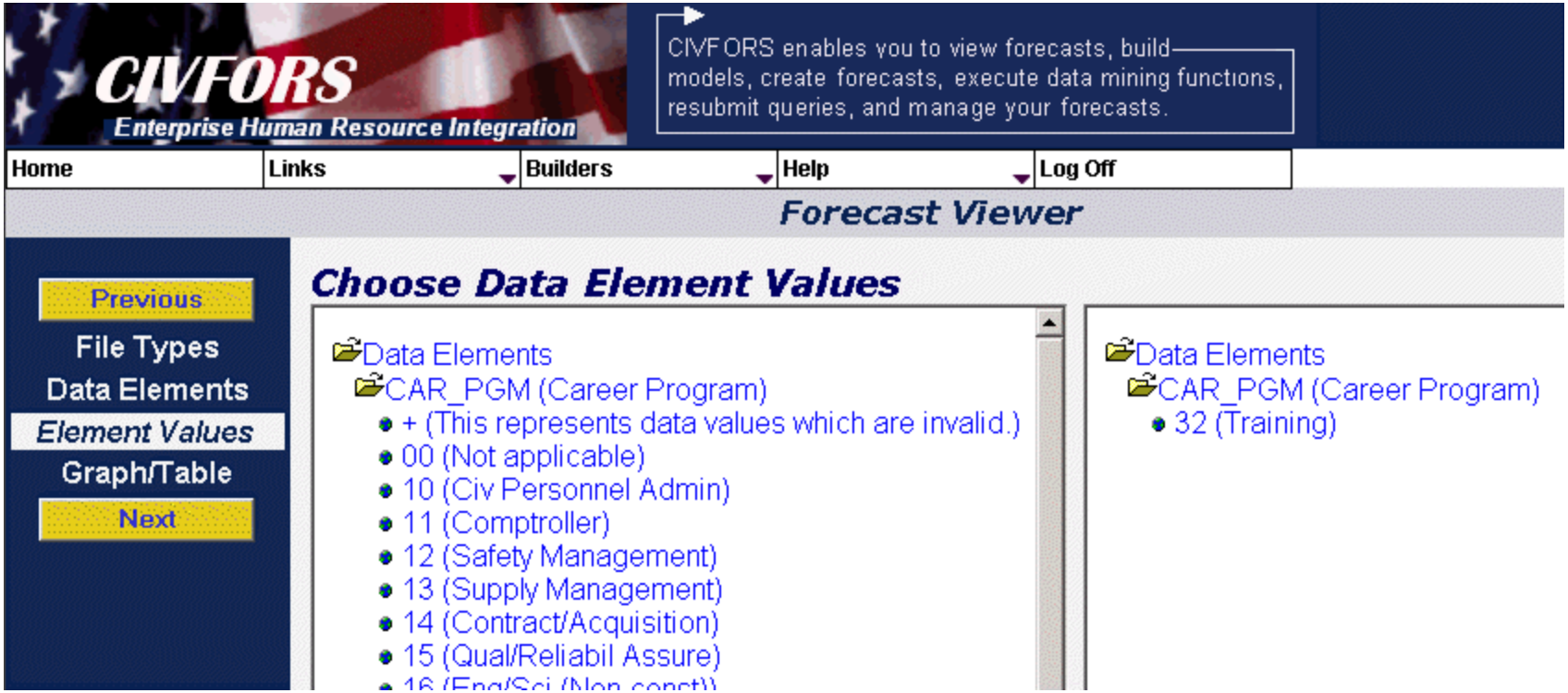
ACCESSIONS (Accessions)
NAG (Non-Accession Gains)
Losses
INVOL_SEPS (Involuntary Separations)
NSL (Non-Separation Losses)
RETIRES (Retirements (NOA 300-304))
VOL_SEPS (Voluntary Separations)
Migrations IN
CP_REASGN IN (Reassignment due to career prog
PROMOTIONS IN (PAY_GRD Changes (Unordered)
YOS_REASGN IN (Reassignment due to YOS Group
Migrations OUT
CP_REASGN OUT (Reassignment due to career pr
PROMOTIONS OUT (PAY_GRD Changes (Unorder
YOS_REASGN OUT (Reassignment due to YOS Gr
File Types
Strength
Targets
Totals. Note: Check this if you do not wish to select data elements.

Data Elements - Goal Scenario

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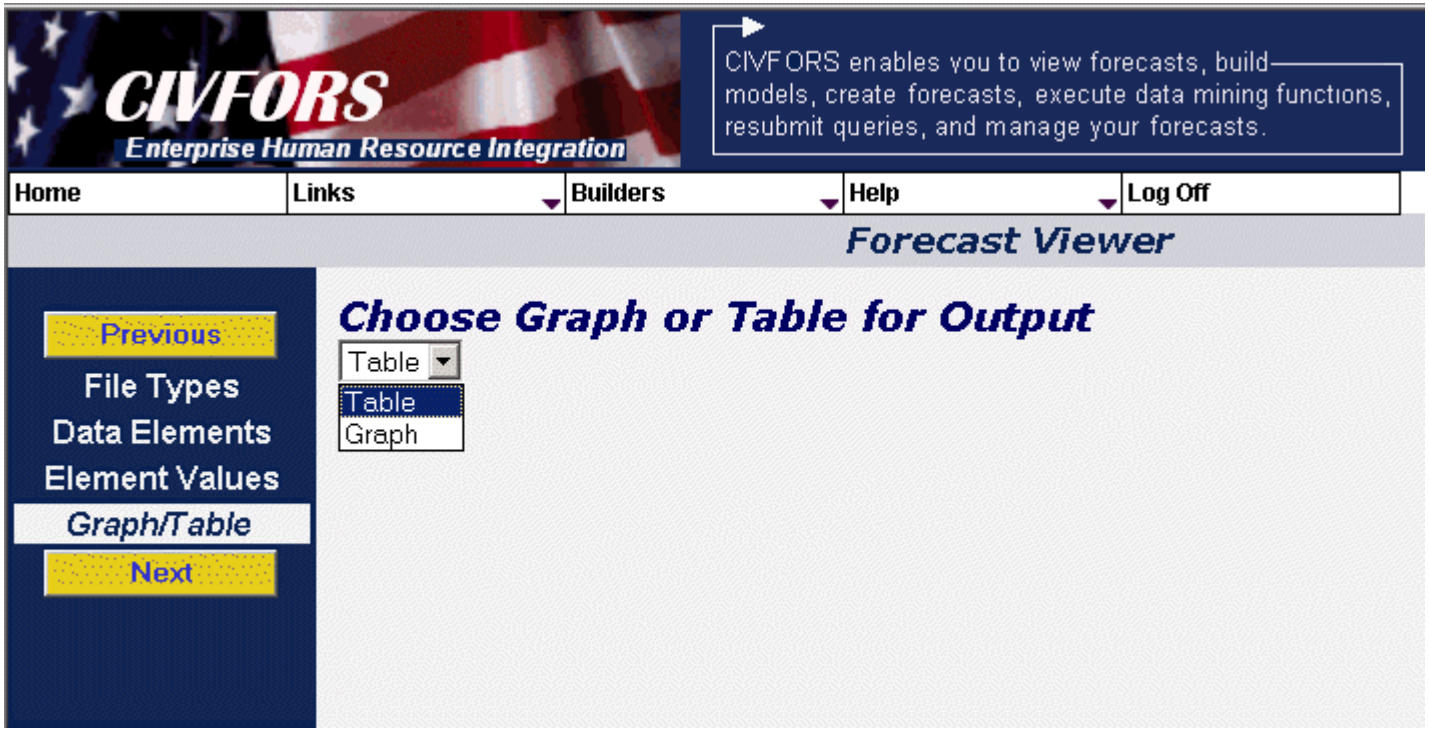
Choose Data Element Values
Data Elements
CAR_PGM (Career Program)
+ (This represents data values which are invalid.)
00 (Not applicable)
10 (Civ Personnel Admin)
11 (Comptroller)
12 (Safety Management)
13 (Supply Management)
14 (Contract/Acquisition)
15 (Qual/Reliabil Assure)
Data Elements
CAR_PGM (Career Program)
32 (Training)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Choose Graph or Table for Output
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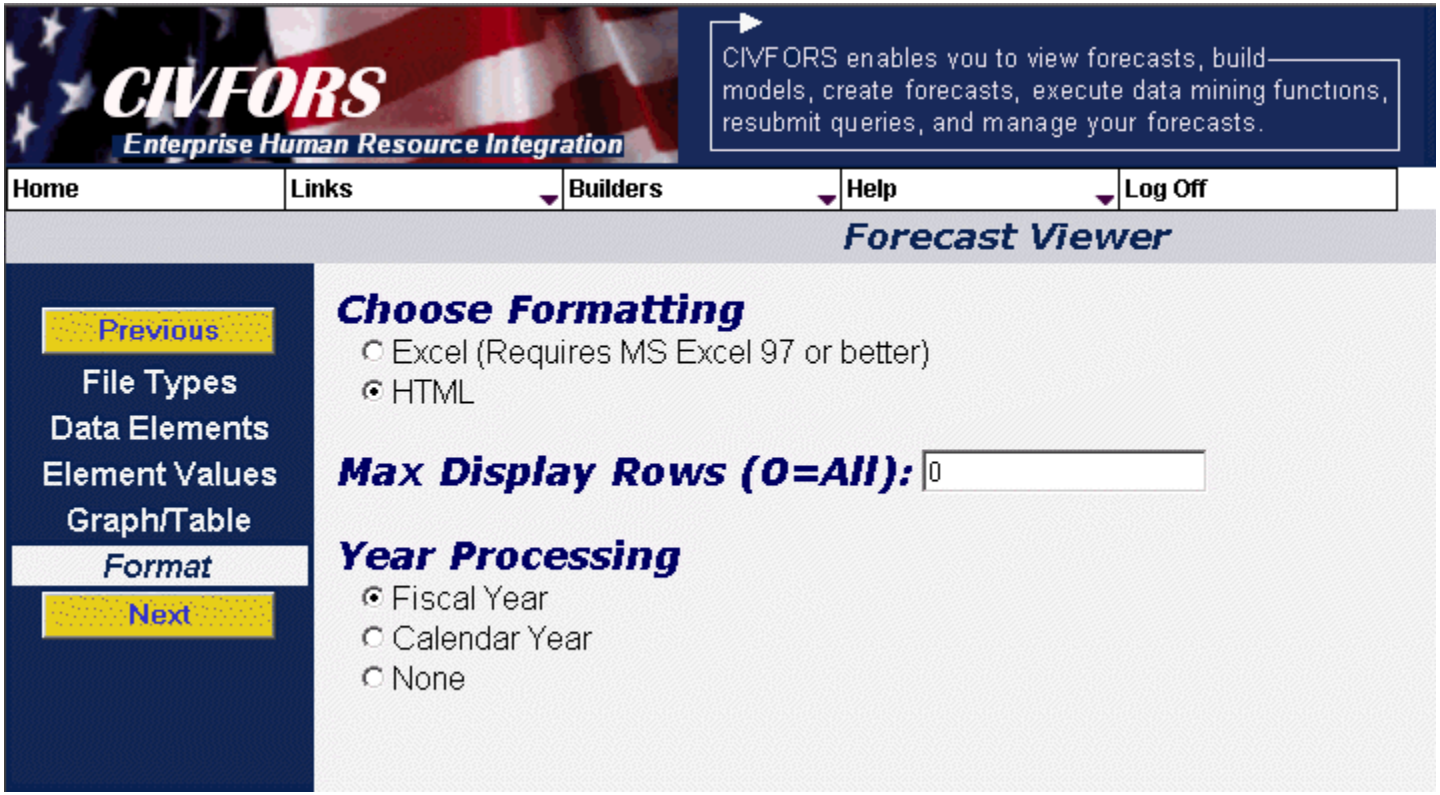
Table
Graph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Next
Choose Formatting
Excel (Requires MS Excel 97 or better)
HTML
Max Display Rows (0=All): 0
Year Processing
Fiscal Year
Calendar Year
None

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Forecast Viewer Results

Forecast:
8064: USDH_CIV_GO_200209 (USDH CIV functional designator model - Baseline Goal Run (September 2002 end history))

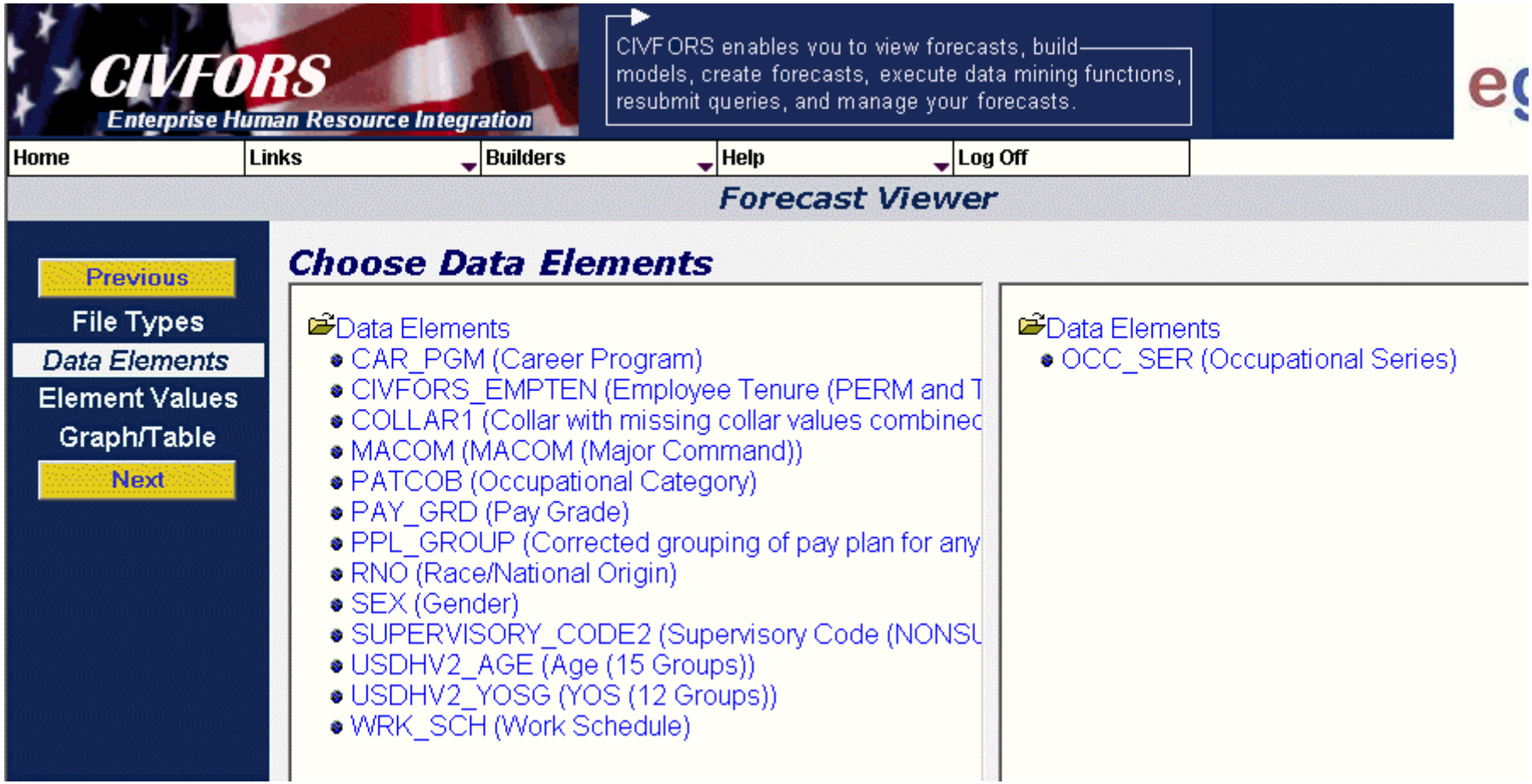
File Types: Strength, Targets
Data Element: CAR_PGM

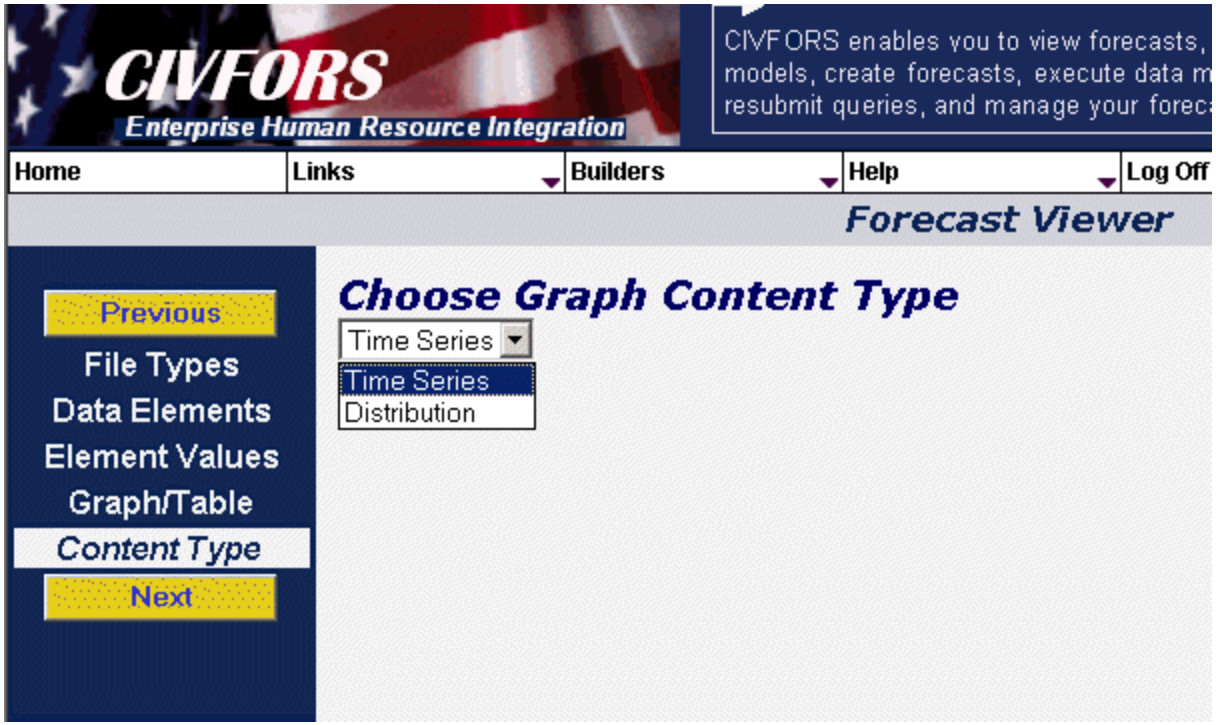
Time Span: Mar 1998 - Sep 2009 (47 Quarters)

File Type	CAR_PGM	Sep 1999	Sep 2000	Sep 2001	Sep 2002	Sep 2003	Sep 2004	Sep 2005	Sep 2006	Sep 2007	Sep 2008	Sep 2009
Target	32					13	13	13	13	13	13	13
Strength	32	+10	+10	+9	+13	14	15	15	16	17	17	17

2 Rows, 13 Columns, 39 Cells

Data Elements - No Goal Scenario

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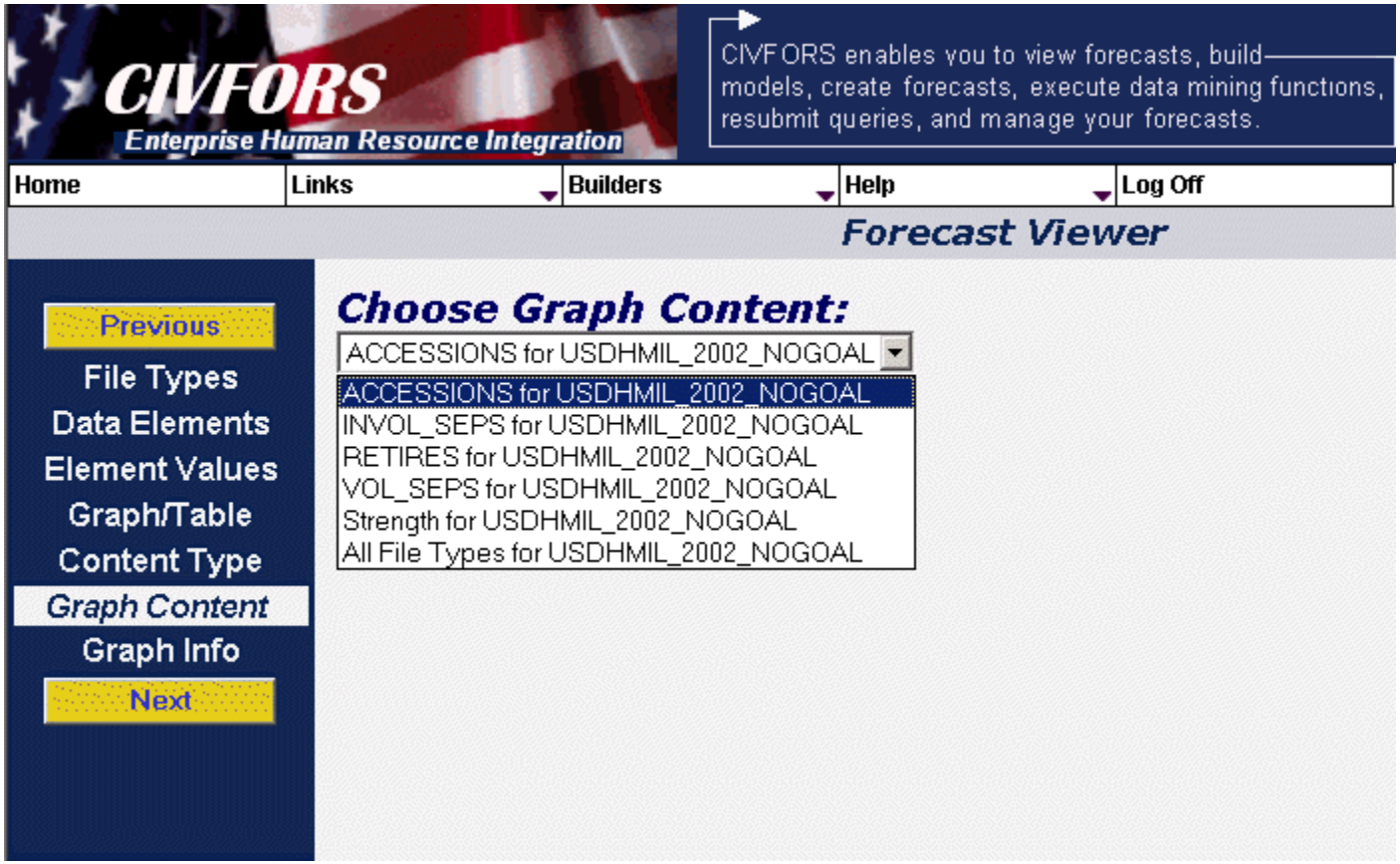
Choose Graph Content Type
Time Series
Time Series
Distribution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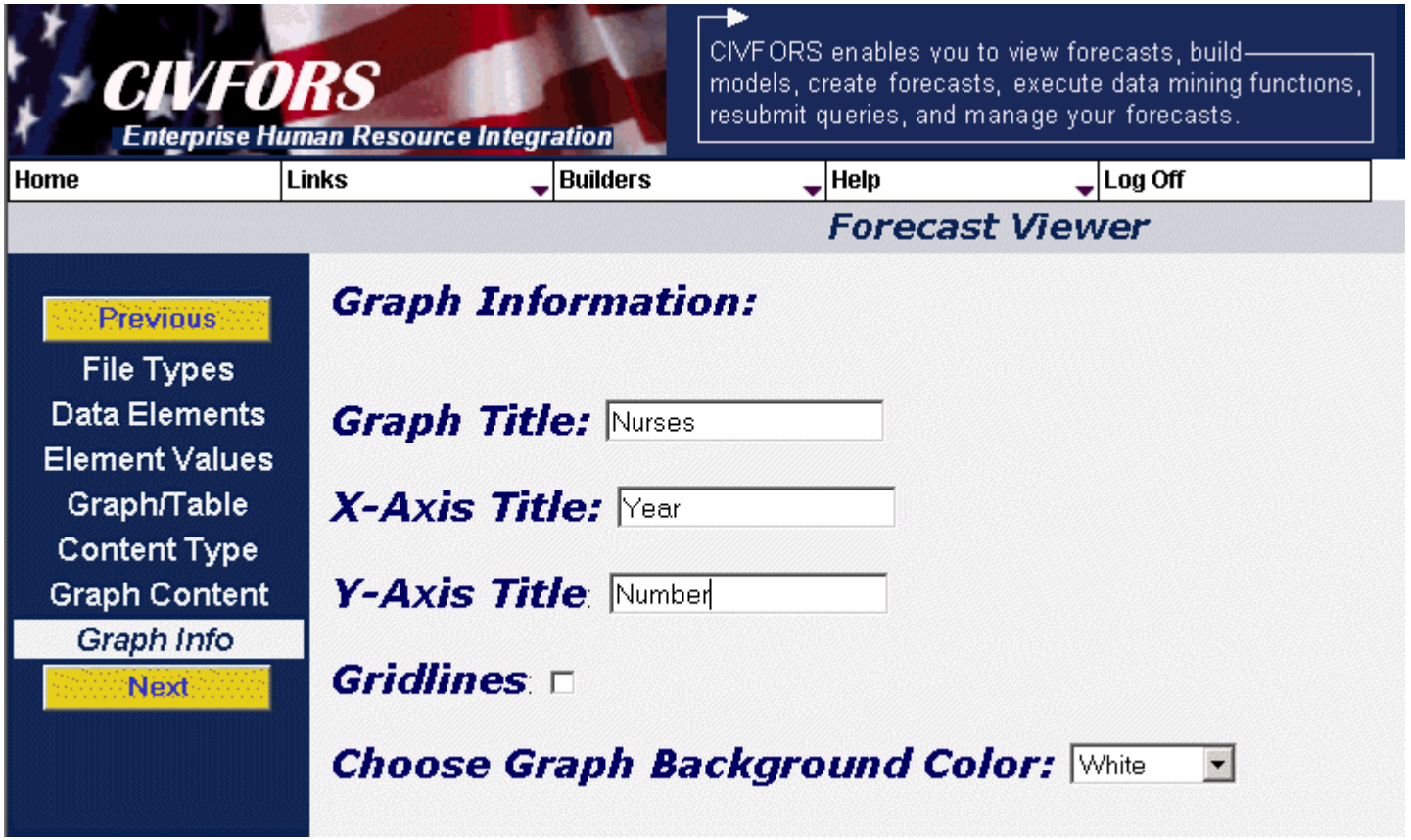
ACCESSIONS for USDHMIL_2002_NOGOAL
ACCESSIONS for USDHMIL_2002_NOGOAL
INVOL_SEPS for USDHMIL_2002_NOGOAL
RETIRES for USDHMIL_2002_NOGOAL
VOL_SEPS for USDHMIL_2002_NOGOAL
Strength for USDHMIL_2002_NOGOAL
All File Types for USDHMIL_2002_NOGOAL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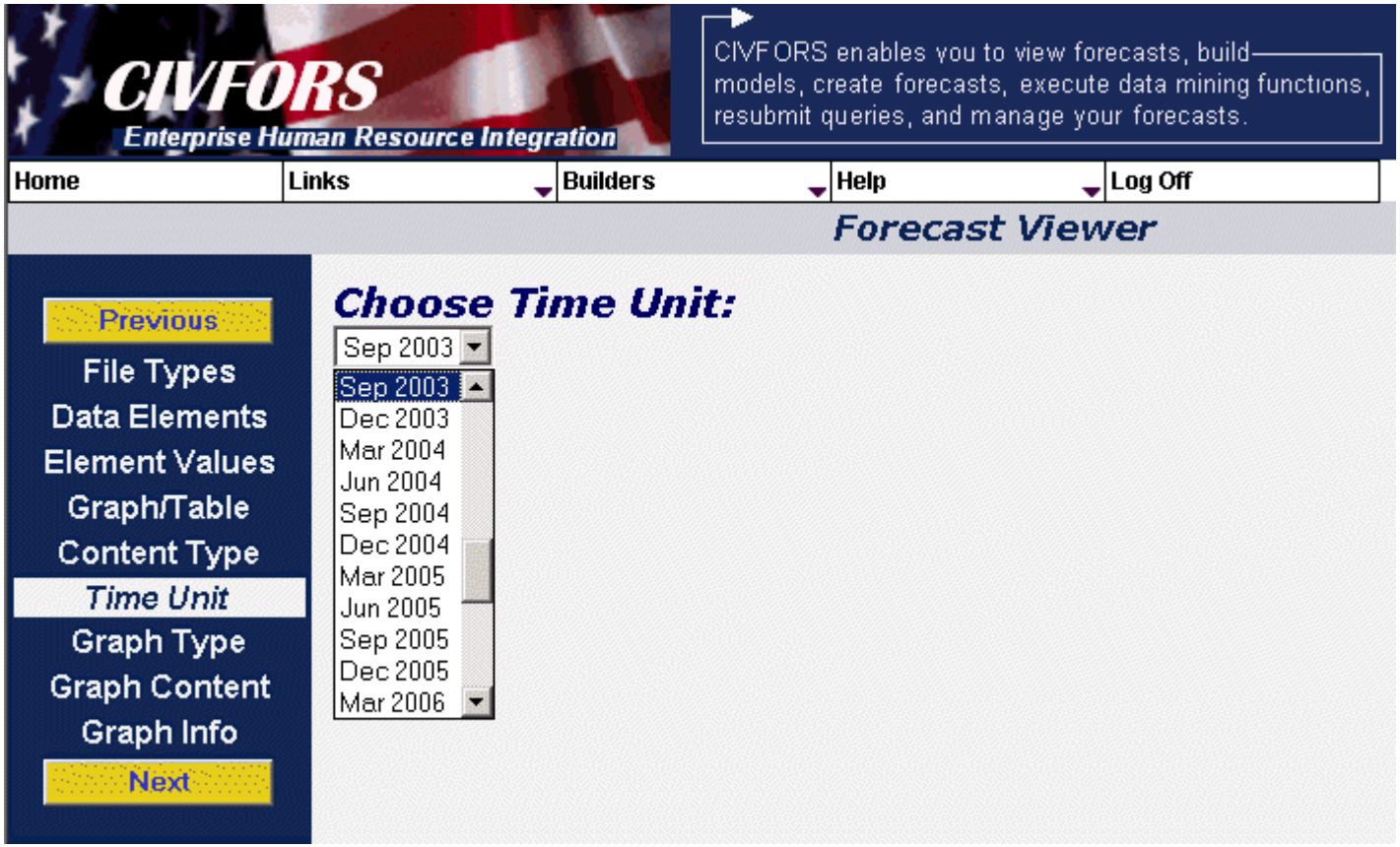
Graph Information:
Graph Title: Nurses
X-Axis Title: Year
Y-Axis Title: Number
Gridlines:
Choose Graph Background Color: White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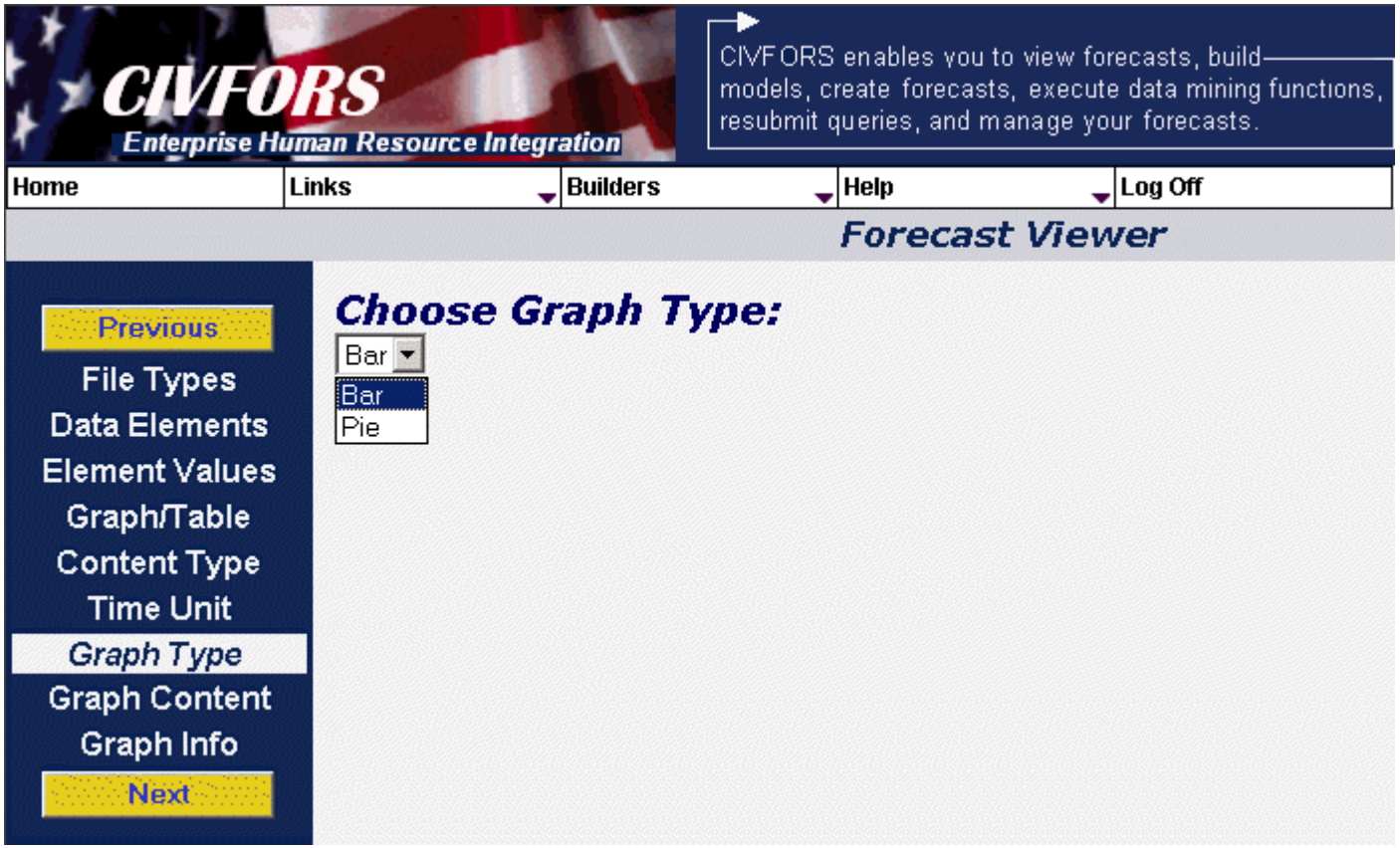
Choose Time Unit:
Sep 2003
Sep 2003
Dec 2003
Mar 2004
Jun 2004
Sep 2004
Dec 2004
Mar 2005
Jun 2005
Sep 2005
Dec 2005
Mar 2006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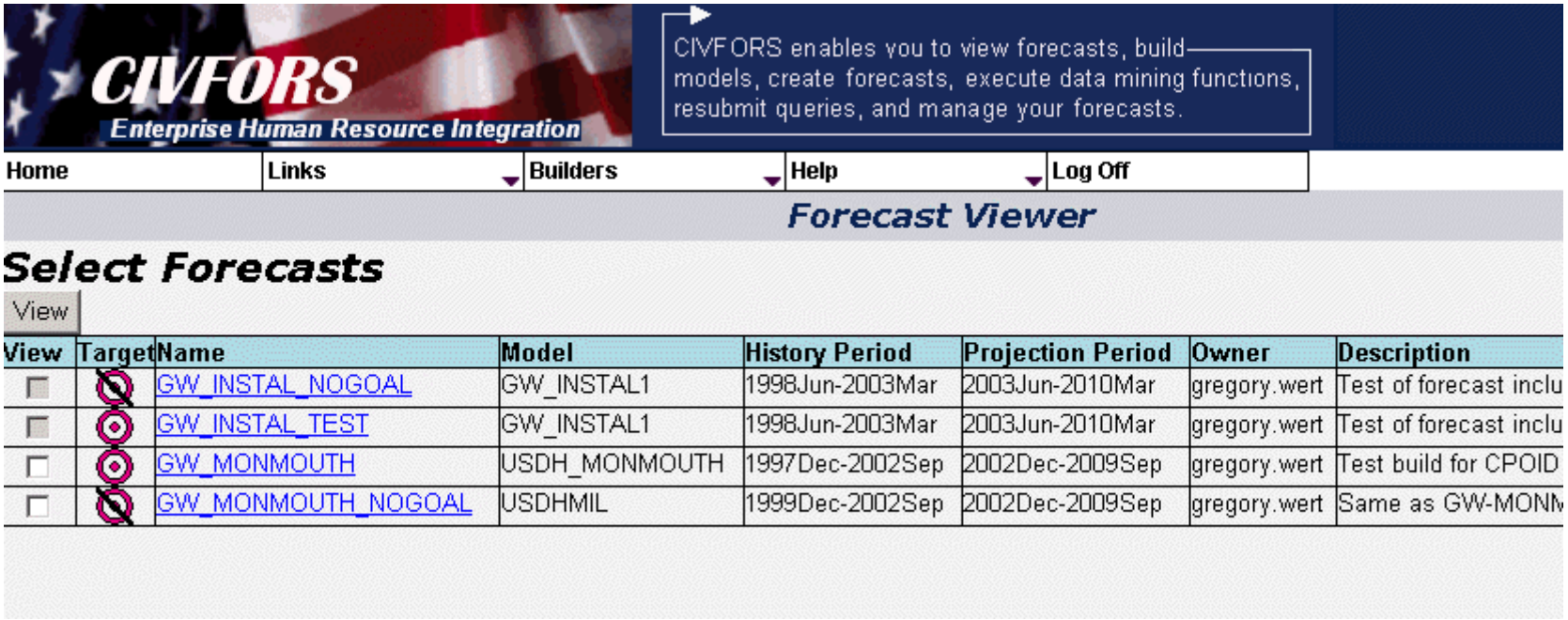
Bar
Bar
Pie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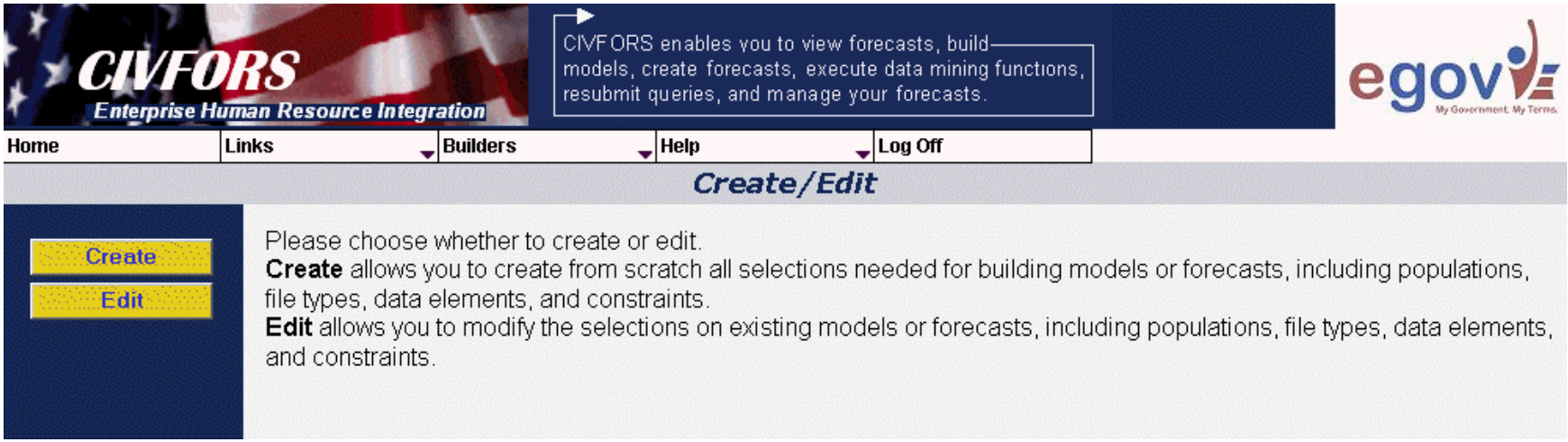
Select Forecasts
View
View Target Name Model History Period Projection Period Owner Description
GW_INSTAL_NOGOAL GW_INSTAL1 1998Jun-2003Mar 2003Jun-2010Mar gregory.wert Test of forecast inclu
GW_INSTAL_TEST GW_INSTAL1 1998Jun-2003Mar 2003Jun-2010Mar gregory.wert Test of forecast inclu
GW_MONMOUTH USDH_MONMOUTH 1997Dec-2002Sep 2002Dec-2009Sep gregory.wert Test build for CPOID
GW_MONMOUTH_NOGOAL USDHMIL 1999Dec-2002Sep 2002Dec-2009Sep gregory.wert Same as GW-MONM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Create/Edit
Create
Edit
Please choose whether to create or edit.
Create allows you to create from scratch all selections needed for building models or forecasts, including populations, file types, data elements, and constraints.
Edit allows you to modify the selections on existing models or forecasts, including populations, file types, data elements, and constraints.

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Select Builder
Forecast
Model
Population
File Type
Data Element
Constraint
Please select a builder.

Data Elements - Scenario Builder

Delete	Edit	Description
☐	AGG_YOS	YOS (6 Groups)
☐	CIVFORS_EMPTEN	Employee Tenure (PERM and TEMP)
☐	COLLAR1	Collar with missing collar values combined with blue collar.
☐	CP10_PAYPLAN	Pay plan groups for career program 10.
☐	EDLVL_GRP	Education level group
☐	FUN_DESIG	Functional Designator (CIV and MIL)
☐	IFS_YOS	Year of service grouping for IFS model.
☐	PAY_PLAN_GRP	Grouping of pay plan for acquisition core based on data mining results.
☐	PPL_GROUP	Corrected grouping of pay plan for any models.
☐	PPL_GROUP2	Pay Plan (4 Groups: White Collar GS Like, White Collar Demo, Other White Collar, and Blue Collar)
☐	RETEL_GRP	RET_ELIG (4 Groups)
☐	RETSYS_GRP	Retire Plan Grouped for TRADOC
☐	SUPERVISORY_CODE	Supervisory Code (NONSUP and SUPERV)
☐	SUPERVISORY_CODE2	Supervisory Code (NONSUP and SUPERV)
☐	UIC_GRP	UIC (204 Groups)
☐	USDHV2_AGE	Age (15 Groups)
☐	USDHV2_YOSG	YOS (12 Groups)
☐	WKS_SEX	Sex and Work Schedule Combined (5 Groups)
☐	WSCHED_GRP	Grouping of Work Schedule into Full-time, Part-time and Intermittent
☐	YOS_GRP10	YOS (4 Groups)
☐	YOS_GRP13	YOS (13 Groups)
☐	YOS_GRP13_2	YOS (13 Groups)

Population Builder

Select Population

Delete

Delete	Edit	Description
☐	ACQUISITION_CORE	Acquisition Core: All active USDH with AQPOSCAT=Y.
☐	AMC_CCPOID_CM1	Active USDH.
☐	AMC_CCPOI_SC1B	Active USDH.
☐	AMC_CCPOI_SC1C	Active USDH.
☐	AMC_X2	
☐	AMC_X2_NOG	
☐	AMC_X3	

Population Builder

Review Selections

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General Information

Population ID: CIVCP10 **Owner ID:** sysop

Description: Active USDH.

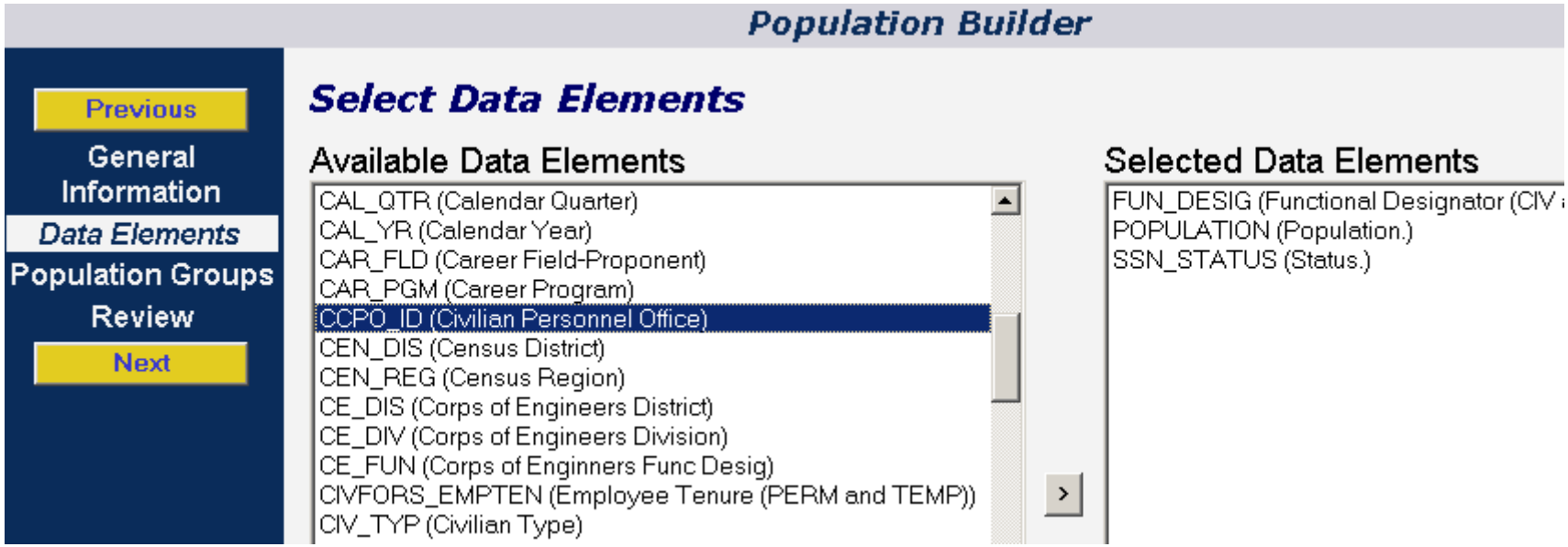
Expired: false

Data Elements

CAR_PGM (Career Program)
FNC_DES (Functional Designator)
POPULATION (Population.)
SSN_STATUS (Status.)

Population Groups (Click on folders to view or hide base values)

Group
FNC_DES = 3 (Civil Functions, Cemeterial Expenses)
POPULATION = D (USDH)
FNC_DES = 2 (Civil Functions, Corps of Engineers)
SSN_STATUS = A (Active)
CAR_PGM = 10 (Civ Personnel Admin)


Population Builder
Previous
General Information
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Population Groups
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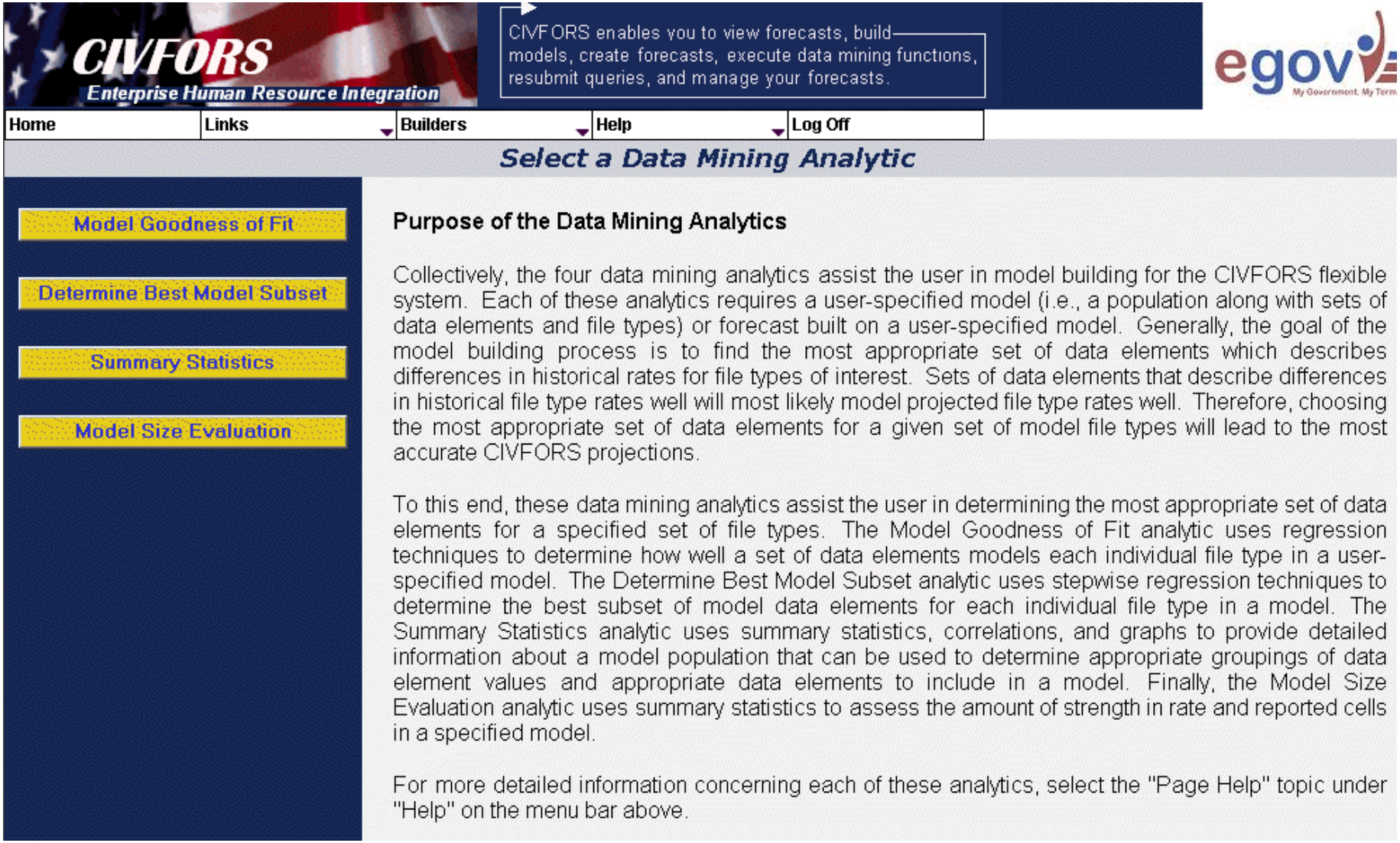
Next
Select Data Elements
Available Data Elements
CAL_QTR (Calendar Quarter)
CAL_YR (Calendar Year)
CAR_FLD (Career Field-Proponent)
CAR_PGM (Career Program)
CCPO_ID (Civilian Personnel Office)
CEN_DIS (Census District)
CEN_REG (Census Region)
CE_DIS (Corps of Engineers District)
CE_DIV (Corps of Engineers Division)
CE_FUN (Corps of Enginners Func Desig)
CIVFORS_EMPTEN (Employee Tenure (PERM and TEMP))
CIV_TYP (Civilian Type)
Selected Data Elements
FUN_DESIG (Functional Designator (CIV
POPULATION (Population.)
SSN_STATUS (Status.)


CIVFORS
Enterprise Human Resource Integration
CIVFORS enables you to view forecasts, build models, create forecasts, execute data mining functions, resubmit queries, and manage your forecasts.
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Select a Data Mining Analytic
Model Goodness of Fit
Determine Best Model Subset
Summary Statistics
Model Size Evaluation
Purpose of the Data Mining Analytics
Collectively, the four data mining analytics assist the user in model building for the CIVFORS flexible system. Each of these analytics requires a user-specified model (i.e., a population along with sets of data elements and file types) or forecast built on a user-specified model. Generally, the goal of the model building process is to find the most appropriate set of data elements which describes differences in historical rates for file types of interest. Sets of data elements that describe differences in historical file type rates well will most likely model projected file type rates well. Therefore, choosing the most appropriate set of data elements for a given set of model file types will lead to the most accurate CIVFORS projections.
To this end, these data mining analytics assist the user in determining the most appropriate set of data elements for a specified set of file types. The Model Goodness of Fit analytic uses regression techniques to determine how well a set of data elements models each individual file type in a user-specified model. The Determine Best Model Subset analytic uses stepwise regression techniques to determine the best subset of model data elements for each individual file type in a model. The Summary Statistics analytic uses summary statistics, correlations, and graphs to provide detailed information about a model population that can be used to determine appropriate groupings of data element values and appropriate data elements to include in a model. Finally, the Model Size Evaluation analytic uses summary statistics to assess the amount of strength in rate and reported cells in a specified model.
For more detailed information concerning each of these analytics, select the "Page Help" topic under "Help" on the menu bar above.

CIVFORS enables you to view forecasts, build models, create forecasts, execute data mining functions, resubmit queries, and manage your forecasts.

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Forecast and Model Summary

Review Selections

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Forecast Information

Forecast Name:	USDH_MIL_GO_200209
Forecast Description:	USDH MIL functional designator model - Baseline Goal run (September 2002)
Forecast Type:	Targeted
Model Name:	USDHV1_MIL
Rate Extrapolation Method:	hybrid
Yearly Weights:	0.4 , 0.3 , 0.2 , 0.1
Small Cell Tolerance:	25
Medium Cell Tolerance:	200
Outlier Parameter:	4.0
Optimized File Types:	ACCESSIONS
Targeted Data Elements:	CAR_PGM , CIVFORS_EMPTEN , MACOM
Aggregate Constraints:	None
Total Constraint Bound:	None
Target File:	FLEX_SAMAS_2002_09
Projection Start Date:	2002-10-01
Forecast Creation Date:	2003-10-28

Data Elements (Click on folders to view or hide base values)

Data Elements (Click on folders to view or hide base values)

Predictive Data Elements:

- CAR_PGM (Career Program)
- CIVFORS_EMPTEN (Employee Tenure (PERM and TEMP))
- COLLAR1 (Collar with missing collar values combined with blue collar.)
- MACOM (MACOM (Major Command))
- PAY_GRD (Pay Grade)
- USDHV2_YOSG (YOS (12 Groups))

Proportionally Distributed Data Elements:

- OCC_SER (Occupational Series)
- PATCOB (Occupational Category)
- PPL_GROUP (Corrected grouping of pay plan for any models.)
- RNO (Race/National Origin)
- SEX (Gender)
- SUPERVISORY_CODE2 (Supervisory Code (NONSUP and SUPERV))
- USDHV2_AGE (Age (15 Groups))
- WRK_SCH (Work Schedule)

File Types (Click on folders to view or hide base values)

- ACCESSIONS (Accessions)
- CP_REASGN (Reassignment due to career program change.)
- INVOL_SEPS (Involuntary Separations)
- NAG (Non-Accession Gains)
- NSL (Non-Separation Losses)
- PROMOTIONS (PAY_GRD Changes (Unordered))
- RETIRES (Retirements (NOA 300-304))
- VOL_SEPS (Voluntary Separations)
- YOS_REASGN (Reassignment due to YOS Group (USDH V2) change.)

Population Filter (Click on folders to view or hide base values)

- Group

Constraints (Click on folders to view or hide base values)

None